

#239

IN THE MATTER OF The Human Rights Code, S.O. 1981, c. 53,
as amended;

AND IN THE MATTER OF a complaint of employment discrimination
between Robert Friars, Complainant, and the Parry Sound District
General Hospital and Robert Slater, Respondents:

MINUTES OF SETTLEMENT

WHEREAS the Complainant filed a complaint of employment
discrimination because of handicap with the Ontario Human Rights
Commission ("the Commission") against the Respondents on or about
November 23, 1982, as subsequently amended, pursuant to the Ontario
Human Rights Code, S.O. 1981, c. 53 ("the Act");

AND WHEREAS it is desirable to resolve the complaint
without the necessity of proceeding before a Board of Inquiry pursuant
to the Act, the parties hereto hereby agree as follows:

1. The Respondents will forthwith pay to the Complainant
the sum of \$7,500.00. To effect payment, the Respondents will forward
a cheque payable to Robert Friars in the amount of \$7,500.00 to counsel
for the Commission, Mr. M. D. Lepofsky, at the following address:

Crown Law Office (Civil), Ministry of the Attorney General, 17th Floor,
18 King Street East, Toronto, Ontario, M5C 1C5;

2. The Respondent Parry Sound District General Hospital will
forthwith offer in writing to employ the Complainant on an ongoing
casual basis as a Maintenance Attendant at the Parry Sound District
General Hospital, 10 James Street, Parry Sound, Ontario, at a rate
of \$8.37 per hour, for a minimum of three (3) days per week, seven
and one-half (7½) hours per day, commencing with the week of March 10,
1986;

3. The Respondents undertake to comply with the provisions of the Act;

4. The Respondents undertake that they will not treat the Complainant in a manner that is arbitrary, discriminatory or in bad faith upon his return to work;

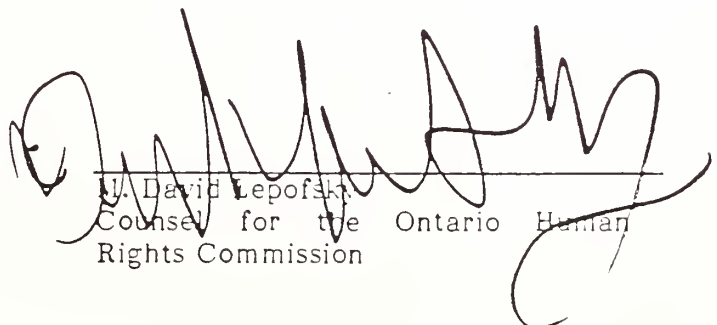
5. The Complainant undertakes that upon his return to work, he will comply with all Hospital rules and regulations including personnel policies, and is prepared to be a diligent employee of the Hospital;

6. The Parry Sound District General Hospital undertakes that the service of the Complainant with the Hospital will be deemed not to have been broken in the period from September 1982 to the date of reinstatement;

7. The Respondents do not admit liability to the Complainant in respect of the matters referred to in the complaint filed by the Complainant against the Respondents on November 23, 1982, as amended;


8. In consideration of the aforementioned terms and conditions. the parties hereto shall treat the complaint as settled.

DATED at Toronto, this 3rd day of MARCH, 1986.




M. David Lepofsky
Counsel for the Ontario Human
Rights Commission

DATED at Parry Sound, this day of 20 , 1986.



Robert Friars
Complainant

DATED at Toronto, this 31 day of April, 1986.



T. Keith Billings
Counsel for the Respondents, Parry
Sound District General Hospital and
Robert Slater



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